



USH Employees – “Best in State”

October 2016 was designated as USH Employee Recognition Month. Our goal was to do something as an organization that would communicate to our employees how important and valuable you are to us. It was also designed to provide employees with educational opportunities, self-care information, and to have fun. We enjoyed meeting with you during our employee breakfast and other activities. We had a wonderful keynote address with BYU’s new head football coach, Kalani Sitake. We ended the month with our traditional craft fair and Halloween Carnival for your families. Though it is very important to note that employee morale and staff recognition is an important part of our ongoing efforts, we hope you enjoyed the events of the month and look forward to continuing this each year.

When we think about successful organizations many people focus on the programs and services that are delivered. Yet, when this topic comes up in forums across the state regarding the state hospital, not only do we get recognized for the tremendous service we provide, the conversation frequently highlights the wonderful people that work at USH. I can proudly say that USH employees are the “Best in the State”. Very seldom do I engage in conversations at work that are not directed towards what is best for our patients and their care. We work in very challenging times when resources are such that more and more demands are placed on service providers. We face our challenges with a “can do” attitude and do not settle for sub-standard values. Each employee within each service area has a vital role in the success of the organization. It is imperative that we respect each other’s role and support each other as team members. A common phrase, “we are only as strong as our weakest link”, rings true in any organization. By lifting up our peers, coworkers and colleagues, we are lifting up ourselves.

The characteristics of a High Reliability Organization is leadership that is committed to Robust Improvement efforts and Safety. This vision should resonate throughout the hospital. A key component of this is staff who feel supported by leadership. Our efforts are to be more open to feedback and communication throughout the organization and to help employees feel their ideas and contributions are valued. Having a stable workforce is critical to meet our mission. Our primary initiatives for recruitment and retention have focused on the development of a Compensation Strategic Plan for each discipline and department, career mobility opportunities, tuition and loan reimbursement opportunities within certain disciplines, an effective incentive program, and activities to promote a positive culture for one to work within. We continue to work with DHS leaders and DHRM to address these issues.

Once again, a big thank you to all those who assisted in the activities. As the end of the year approaches, I want to wish each of you and your families, on behalf of all the Administration, a wonderful and safe Holiday Season. May our hearts be filled with gratitude and our lives with Peace and Happiness.

Dallas Earnshaw, Superintendent

INSIDE THIS ISSUE

Employee Recognition.....	2-5
Not to be Forgotten.....	6
Greenhouse.....	7
Giving Back.....	8
APA Site Visit.....	9
Nami Walk & Activity Day.....	9
Years of Service.....	10
Spirit of Safety Award.....	11
RT News.....	12





Employee Recognition



Keynote Speaker, BYU Head Football Coach Kalani Sitake with some of the members of the Executive Staff and his Father Tom Sitake



Executive Staff cooked Breakfast for USH Employees



Disc Golf Tournament was a success !

Fly Fishing & Casting class was taught by Brad Saunders & Jeff Turner



Hike to the Y





Month was a Success!

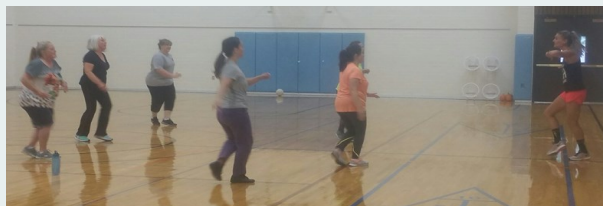
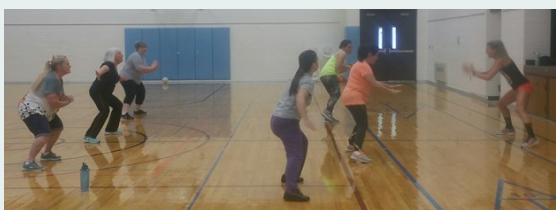


There were about 20 Employees that participated in USH 1st Dog Show!



Presentations included:
Green Tree Yoga
Turning Enemies into Allies
Compassion Fatigue
Emotional Literacy
Smoking Cessation
URS

High Fitness



USH T-SHIRT Day!



The Cook Off was definitely Hot!
There were yummy desserts, soups, salsa, & more...top it off with USH clothing sale!





Employee Recognition

USH Family Halloween Carnival

All USH Employees and their families enjoyed a night filled with lots of games, prizes, face painting and of course a yummy dinner!



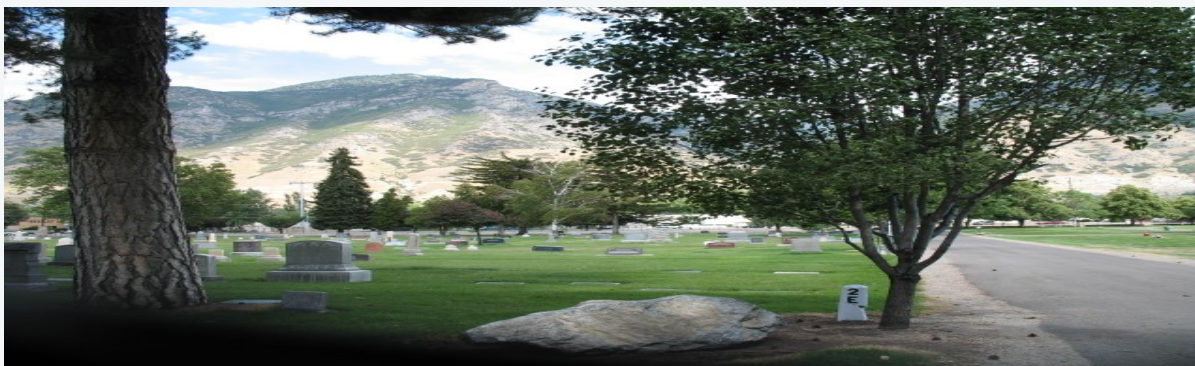
Month Continued....



Potluck and Paint Night was hosted by
Liz Petersen!

Employees were invited to bring something
to share and to come and learn how to
paint. No painting experience needed. As
you can see, everyone created a beautiful
masterpieces!!





“Not to be Forgotten”

Utah State Hospital Cemetery Project

The Utah State Hospital was established in 1885 in Provo, Utah, as the Utah Territorial Insane Asylum. Today, it still stands in its original location, one of Utah's oldest original public institutions. During its 131 years, the Hospital has experienced changes in architecture, with buildings constructed and then replaced, treatment methods embraced and then revised, shifting expectations of employee behavior, the changing nature and number of the patient population and the attitude of the public about hope and recovery. All of these changes have been influenced by the beliefs and values of the society at any given period.

In the 19th and early 20th century public attitudes were based on the old belief that patients would not recover and that they should be removed from society, although some patients did return home many did not. They were often warehoused in large state hospitals until they died. As more modern thinking and treatments became available large state hospitals began to downsize or close and it was during this process that huge cemeteries were discovered on the grounds of those state hospitals. Thousands of patients are buried in unmarked or numbered graves in overgrown or neglected cemeteries across the country.

In Utah, like the rest of the country Utah State Hospital had patients that never returned home died here and were simply given a pauper burial. However, unlike the many other hospitals, the Utah State Hospital did not have a cemetery on campus; space was bought at the Provo City Cemetery since it was close to the hospital campus. However, like the rest of the country patients were buried alone without families or friends. They were at first buried in graves with small numbered markers but over time as the patient population grew and staffing was limited they were simply placed in unmarked graves. Over time even the numbered markers have disappeared.

Who are these long forgotten patients? Currently there are 474 Utah State Hospital patients buried at the Provo City cemetery. Many simply had epilepsy others had developmental disorders, substance abuse and various mental illnesses. They came from across the territory and then state, they had many different occupations including farmers, miners, a doctor, civil engineer, nurses, blacksmiths, machinist, sheepherders, laborers, housewives and housekeepers. Seventy percent are men and almost all are white. Over half were single, however most of the women were married or widows.

Many were young people, the youngest Phyllis Joan, age 18 months, who was developmentally disabled to those very old including Martin, age 90. Many were like Mary who was admitted at age 25 and would die 44 years later at age 68 would spend most of their adult lives at the institution having lost all contact with family and friends. Many have almost no information in their records. William age 19 was committed in 1902 with epilepsy and died in 1906 at age 23. After four years at the asylum his record consists of only 2 pages which is the commitment order. He represents 27 patients buried in the hospital cemetery plot that were there primarily because they had epilepsy.

After over 100 years of neglect advocates and families recognized the tragedies that those unmarked graves represent and have been organizing to restore these cemeteries and give dignity back to those who died. Currently, the Utah State Hospital's three lots in the Provo City Cemetery are large grassy fields with no indication anyone is buried there. The hospital has identified all those individuals and has now organized a committee of local dignitaries, families and consumers which will begin meeting on September 28, 2016. The goal is to raise funds to provide monuments to recognize all those forgotten people and to celebrate their lives.

Today we believe that those patients had value and deserve the same dignity that all human beings deserve and that is to have their names given back. Many that were forgotten and lost in life should no longer be lost in death.

GREENHOUSE POLY PARTY



We are pleased to announce the near completion of our new greenhouse #2. This new, bigger greenhouse will allow us to extend the greenhouse/horticulture experience for our students at Oak Springs School and patients at the Utah State Hospital. Some of the exciting activities we will be doing are: 'leafy greens'; greenhouse tomatoes, hydroponics in the greenhouse with a real live hydroponics system modeled after the trial system at Utah State University, at their Botanical center greenhouse in Kaysville Utah.

The new greenhouse #2 will also provide more growing area for future projects for the forest service, DWR and the University of Utah in conjunction with Oregon State University and the BLM. The patients will be a part of each of these exciting activities.

There have been many groups AND employees who have benefited from the tomato and pepper garden we had this year. There have been approximately 500 pounds of tomatoes and 100 peppers harvested from 'The Gardens at The Greenhouse'. Next year will be the year of the strawberry and raspberry patch additions, and hopefully asparagus.

Don't forget the holiday season just ahead of us, this means a very nice crop of Poinsettias are growing in the greenhouse, and will be ready for sale just after Thanksgiving.

Mark Van Wagoner, Greenhouse Manager



GIVING BACK: A PSYCHOLOGY DEPARTMENT COMMUNITY SERVICE PROJECT



What started as a USH-based APIE project grew to something bigger than our overall goals as a discipline. Cohesion and team work are integral pieces of our interventions with vulnerable populations as they aid in our efforts to provide evidence-based and empathic treatment to those who need it most, through training, consultation, support and feedback. An opportunity arose within the Psychology Department to improve cohesion and team building for the benefit of not only ourselves, but the patients we serve. After six months of implementation, a survey was sent to the Psychology Department to evaluate the progress and success of this mission. The idea of making team building a bigger and more fulfilling exercise was suggested through this survey in the form of a semi-annual community service project. Most of the department voted for this idea to come to fruition. Provo Parks and Recreation needed assistance with reconstructing the Memorial for Dr. Barney Clark, at Memorial Park on Center Street, by removing the current landscaping, including tree stumps, and creating a new flowerbed made of keystones surrounding the dedication stone. On November 1, 2016, members of the Psychology Department helped recreate this memorial for Dr. Clark through hard work, sweat and some falling along the way. The project lasted approximately two hours and was a success. The turnout for the project was great with over 80% of the Psychologist's participation. It is a great feeling knowing the department worked together to serve the community in which we work and it reiterates the ongoing dedication the department shows toward serving others. We have another community service project estimated for April 2017 with the Food and Care Coalition; this is only the beginning.

Candice Waltrip, PsyD

Forensic Evaluator



APA Site Visit

The Utah State Hospital Doctoral Psychology Internship Program was visited by representatives from the American Psychological Association's Commission on Accreditation on October 26th and 27th. The site visitors had a number of positive comments about the internship program and hospital alike. They were particularly impressed by the esthetics of the campus, our dedication to evidence based treatments, and the excellent services we provide the patients. The hospital's dedication to the internship program was abundantly apparent.

Amanda Rapacz, PsyD

Psychology Training Director



NAMI Walk & Activity Day

This year we combined the Hospital's 131st birthday celebration with the annual hospital NAMI walk! The day was a HUGE success, (except for the 2 staff who forgot to take their cell phones out of their pockets before going down the GIANT slip-n-slide), but even they said it was a TON of fun! Patients and staff walked a marked course and were "cooled off" by wonderful staff volunteers along the way with hydration stations, water balloons, water squirters, and of course...the GIANT slip-n-slide! After the walk patients and staff participated in activities and games out on the lawn, including the MEGA TUG-of-WAR, which was quite the war between units! (Nice work Children's Unit and Girl's Youth! Boy's Youth; you better practice for next year!!) After all of the games, everyone was treated to a fabulous BBQ lunch provided by our most amazing food service staff! Thank you to everyone who helped set-up, run games, prepare the great BBQ, and to all those who helped clean up! We couldn't have had such a fun and successful day without every single one of you! Hope to see all of you at next year's NAMI walk and activity day!

Lola Davis, Patient Advocate



YEARS OF SERVICE



**KEEP
CALM
AND
ENJOY
RETIREMENT**

RETIREMENTS

**THE FOLLOWING
EMPLOYEES
RETIRED IN
JUNE - OCT 2016**

- ◇ *Debbie Kidman*
- ◇ *Emma Montoya*
- ◇ *Isaac Thomas*
- ◇ *Kimberly Schultz*
- ◇ *Michael Benedict*
- ◇ *Ramona Zellers*

*We would like to acknowledge the following employees
for their dedicated service awarded from
June through October 2016*

30 Years of Service

Peggy Grusendorf, NP
Carrie Stevenson, Financial Analyst

25 Years of Service

Becky Snider, HR
Clara Braun, SPT
Colleen Garrett, Financial Analyst
Jeffery Hunter, Food Service
Marta Bitton, SPT
Ron Ash, Warehouse
Bruce Taylor, SPT

20 Years of Service

David Farley, LCSW
Dr. Rodney Cheal, Psychiatrist
Jose Herrera, SPT
Maria Penson, Food Service
Tom Sitake, Voc Rehab Dir.

15 Years of Service

Azucena Santos, Custodian
Cathryn Jenkins, RN
John Witham, Psy Tech
Julie Snell, RN
Terrance Lo, Food Service

10 Years of Service

Anna Christensen, MV Secretary
Charles Bohr, Psy Tech
David King, Substance Abuse
Gregory Allen, RN
Janet Campbell, SPT
Kris Gruwell, RN

5 Years of Service

Antonion Nieto, LPN
Brian Kinlacheeny, Psy Tech
Camille Lafollette, LCSW
Dr. Marlene Zouein, Psychiatrist
Dorothy Vatikani, Exec . Secretary
Gregory Ostler, Maintenance
Helen Dicaro, Food Service
Kiliate Uasilaa, Psy Tech
Lola Davis, Patient Advocate
Linda Cluff, Psy Tech
Nic Boot, Psy Tech
Rachel Wyatt, Business Analyst
Sarah Liufau, Nursing Secretary
Tyler Colby, SPT

Thank You

- ◇ Ken Fambrough, SPT
- ◇ Bruce Taylor, SPT
- ◇ Taki Taoho, SPT
- ◇ Amber Roundy, Psy Tech
- ◇ Neil Draper, Psy Tech
- ◇ Roshane Stevenson, Psy Tech
- ◇ Matt Coleman, Psy Tech
- ◇ B Hartvigsen, Liability Prevention Specialist

*Professionalism and Competence in regards to helping a patient avoid being re-traumatized.

USH Newsletter

Published by Utah
State Hospital

Dallas L. Earnshaw,
Superintendent

Contributions to this
issue:

Dallas Earnshaw

Janina Chilton

Mark Van Wagoner

Candice Waltrip

Amanda Rapacz

Lola Davis

Gary Ethington

News From the Recreation Therapy Department

One of our great Recreation Therapists, Brenna Goodwin who works on Forensic 1, is having a synopsis of her thesis published in the American Journal of Recreation Therapy this coming fall issue. It's entitled, "Therapeutic Riding and Children with Autism Spectrum Disorder: An Application of the Theory of Self-Efficacy". An abbreviated abstract of the article reads as; "Research supports claims of benefits of therapeutic riding for children with Autism Spectrum Disorder (ASD); however, the effect of specific subtypes of therapeutic riding (eg. therapeutic riding drill team) has been under investigated. Furthermore, the theories underlying therapeutic riding programs have not been well reported, especially among studies with children with ASD. This study used qualitative data from interviews to determine which aspects of Bandura's self-efficacy were evident among participants in a 16 week therapeutic riding drill team program. Results provided evidence of the presence of self-efficacy among participants during the program. Results of this study may be used to help recreation therapists target aspects of self efficacy in therapeutic programs for children with ASD as a way to increase self efficacy."

Congratulations Brenna for getting published in our professional journal. Keep up the good work on Forensics.

Gary Ethington

RT Director

Please submit your
ideas or articles to:
Dorothy Vatikani
Utah State Hospital
(801) 344-4202
P.O. Box 270
Provo, Utah 84603
dvatikan@utah.gov



MISSION

USH provides excellent care in a safe and respectful environment to promote hope and quality of life for individuals with mental illness.

VISION

Our vision is to enhance patient recovery through dedicated service, family and community networking, collaborative research efforts, and maximizing evidence based treatment practices.

VALUES

USH works to continuously improve quality of care. USH partners with patients and community to instill hope and reinforce an attitude of recovery. Dignity, respect, safety and integrity are the foundations of our therapeutic environment. We earn trust through partnership with patients, family and community.



*Season's
Greetings*

